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13 November 1951

## CAREER SERVICE COMMITTEE

## Working Group on CAREER BENEFITS

Minutes of the 4th Meeting, 8 November 1951, 3:30 P.M.

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Present:



Office of General Counsel, Chairman  
Office of Special Operations  
Office of Communications, Secretary  
Office of Personnel  
SRA/Office of Policy Coordination

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1. [Redacted], Deputy Training (Covert), was invited by the Chairman to present more detailed information concerning current Training Office problems that arise out of Agency/Army jump-training activities where Army personnel are receiving hazardous duty compensation and Agency personnel are not receiving such compensation. This situation gives rise to a number of inequities and morale factors to the disadvantage of Agency personnel.

The Working Group recommended unanimously the following action for the solution of this problem:

A. That all Agency employees certified for Jump Training and Jump Instructors be compensated for hazardous duty in accordance with the Military Officers' schedule for such duty (\$100 per month), subject to the limitation that such payments will be for a minimum of, but for no longer than, three months' duration for trainees.

B. That jump pay, based on the above schedule, be paid retroactively to all trainees and instructors who are certified to have completed Jump Training subsequent to 2 October 1950.

C. That Agency policy regarding jump pay will in other respects correspond to Military policy, and will be subject to any further changes in that policy.

2. The meeting was then opened for more general discussion of hazardous duty compensation for employees of this Agency. Study of the notes on this discussion reveals general agreement that hazards common to the work of this Agency, including unusual stress, will

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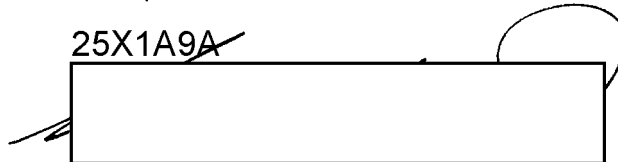
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for the most part be compensated for in any Career Service plan by consideration of pay scale, retirement, leave, etc. Over and above this, there is a requirement for the definition of duties in the extra-hazardous category.

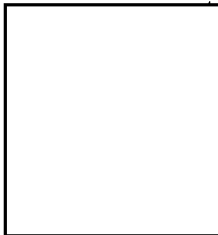
3. The meeting was adjourned at 1700.

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Secretary

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Items not covered in the written Minutes of 4th Meeting of the Working Group on Career Benefits:

1. There was considerable discussion concerning eligibility for jump pay where the full period of training was not completed. It was finally agreed that the payment would be made to the trainee only upon successful completion of courses of training as approved by the DCI.
2. In connection with the retroactive aspects of the payment as recommended by [redacted] it was pointed out that legal authority may not exist for the DCI to approve such payments. Further, the proposed date of 2 October 1950, which was recommended by [redacted] as the starting point, may need to be modified by legal considerations relating to appropriations and fiscal years, bringing it up to 1 July 1951. In response to specific questioning as to whether the over-all recommendation would be changed in the event legal considerations limited retroactive aspects, [redacted] indicated that it was his belief the program for jump pay should be approved as soon as possible despite the possibility of restrictions on retroactivity.
3. The recommendations concerning jump pay were restricted to the problems arising out of the [redacted]. As an interim measure, and in an effort to cover other possible cases, it was suggested that there be included a delegation of authority to appropriate official, such as the Assistant Director for Personnel, who could approve jump pay for individuals other than in the [redacted] applying to such cases the general standards established for [redacted].
4. There was discussed the matter of retroactive payments to individuals who have terminated from the Agency. It was agreed that no individual who was not an employee of CIA on the date on which the DCI approves the recommendation would receive payments for jump training.
5. In order to secure appropriate action, it was agreed that [redacted] would draft a memorandum which could be the basis for approval action of the DCI. Mr. Warner was to assist drafting this document.

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